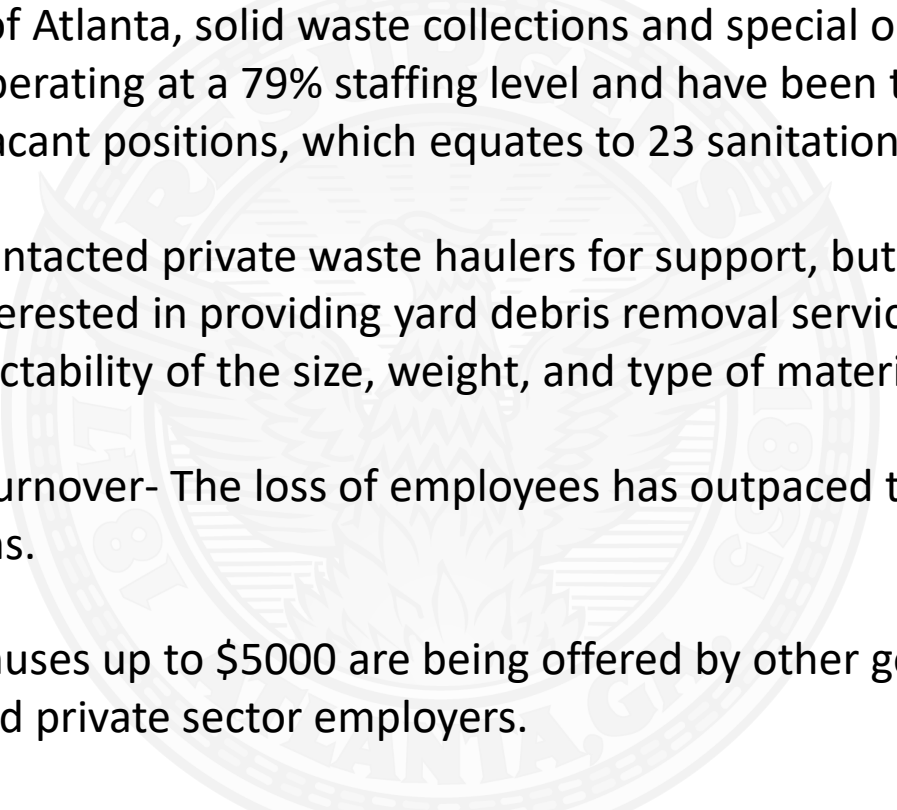




## State of Yard Debris Collections

## Key Challenges

- Although employee attendance has improved with the decreased spread of COVID-19, DPW is struggling to fill critical positions needed for waste collections due to the national shortage of applicants for driver and laborer positions .
- The Solid Waste Association of North America has recognized the hiring of laborers and drivers for solid waste services as a nationwide problem, which is also impacting the City of Atlanta.
- Both public and private sector collection service providers are facing increased difficulty hiring and retaining collection truck drivers and helpers.
- The Solid Waste Association of North America recommends to temporarily reduce the frequency or suspend the collection of yard waste and recycling materials. Many municipalities have followed this recommendation as a short-term solution.

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- In the City of Atlanta, solid waste collections and special operations are currently operating at a 79% staffing level and have been trying to fill nearly 70 vacant positions, which equates to 23 sanitation crews.
  - DPW has contacted private waste haulers for support, but they are not typically interested in providing yard debris removal services because of the unpredictability of the size, weight, and type of materials.
  - Employee turnover- The loss of employees has outpaced the hiring of key positions.
  - Sign-on bonuses up to \$5000 are being offered by other governmental agencies and private sector employers.
  - Employee injuries, including snake bites, have increased due to fatigue caused by the extension of work hours.

## Actions Taken

- Use of temporary staffing.
- Ongoing hiring blitz.
- Extension of work hours, including weekends.
- Increase of customer support staffing.
- Activation of operations center.
- Use of office staff for field operations.
- Inhouse CDL training program.

## Next Steps

- Establish effective date for biweekly yard waste removal.
- Solicit bids for private waste hauling, and temporary staffing support.
- Collaboration with DHR to identify recruitment tools and methods to reduce time to onboard personnel.
- Identify incentives for employee recruitment.



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